

SECRET

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*Central Intelligence Agency
National Foreign Assessment Center
Office of Imagery Analysis*

OIA-48/79
18 May 1979

MEMORANDUM FOR: Deputy Director, NFAC

SUBJECT : Additional Analysis OIA Could Perform in Non-Sino/Soviet Countries with Additional Resources (U)

1. As you requested in our meeting in late March, we have examined the issue of how many additional analysts OIA could effectively use for work on non-Sino/Soviet countries over the next five years. Our estimates were made without regard to any resource constraints. We also examined how we could best train these people, and the impact of the training costs on productivity. (U)

2. In my memorandum to you dated 5 April 1979, I stated that about 35 percent of our on-board analytical effort -- or roughly 30 analysts -- was spent in 1978 on non-Sino/Soviet countries. The geographical breakdown of this effort was as follows: East Asia/Pacific -- 30 percent; Middle East -- 21 percent; Africa -- 17 percent; East Europe -- 15 percent; East Asia -- 10 percent; and the remaining 7 percent scattered over the rest of the world. The major topical breakdown of the effort was roughly as follows: conventional forces -- 52 percent; nuclear proliferation/strategic delivery systems -- 16 percent; and economic topics -- 12 percent. The remaining 20 percent went to DDO and DDS&T collection operations. (C)

Projected Resource Needs and Their Use

3. The following table shows the number of OIA analysts devoted to specific non-Sino/Soviet substantive topics in 1978 and the number we project that we could effectively use over the next five years:

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Intelligence Sources and
Methods Involved (WNINTEL)

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Criteria for Ranking Clericals

1. Job Performance - The degree to which the individual's execution of job skills satisfies component standards of accuracy, completeness, timeliness and rate or quantity.

*Rating 1-9

2. Job Skills - The degree to which the individual has mastered the skills required by the job.

Rating: 1-9

3. Communications - The ability of the individual to express himself verbally and/or in written form.

Rating - 1-9

[To establish a weighting scheme to give emphasis to the first three items, double the point value]

4. Interpersonal Relations - The extent to which the individual successfully relates to and works with others.

**Rating 1-9

5. Judgment - The degree to which the individual makes effective decisions, particularly when faced with unusual circumstances.

Rating 1-9

6. Initiative - The degree to which the individual devises, undertakes and organizes action.

Rating 1-9

7. Potential - The capacity of the individual for further development, growth and advancement.

Rating 1-9

_____ Ratings are weighted in favor of those criteria that are of the greatest importance.

*A score of 1 is unsatisfactory and a score of 9 is outstanding.

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